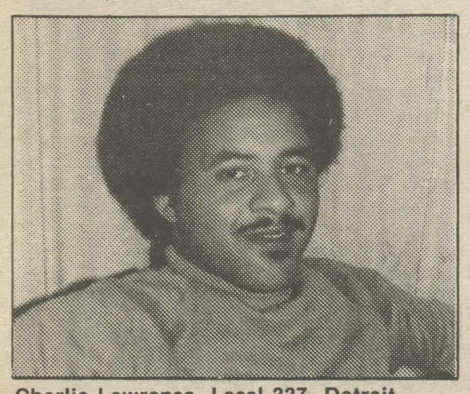
CONVOY DISPATCH

March, 1984
No. 42

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975



Charlie Lawrence, Local 337, Detroit

NLRB Rules:

TDUer Wins Job and Pay

On March 9, an NLRB judge ordered that Detroit Local 337 steward Charlie Lawrence be put back to work and made whole by his employer, Orleans International. "It's been a long time coming, but this is a great victory," Lawrence stated.

Lawrence was fired in August 1981 on a trumped up charge involving a minor accident. Local 337 refused to even take the case to arbitration.

But Charlie Lawrence is no ordinary Teamster. The NLRB judge stated in his 17-page decision that Lawrence "was an ardent and zealous spokesman for his fellow employees as their *elected* Union Steward; As such, he had become a veritable thorn in the side not only of the employer, but also of the Union, since he was active in an insurgent group attempting to bring about changes in the Union."

The judge noted his "activity in TDU designed to oust the established Union hierarchy with which (the employer) had enjoyed a long-time placid relationship marked by only two labor arbitrations in the last 48 years."

Lawrence was represented by Ann Curry Thompson, attorney for the Detroit Metro TDU Chapter, before the NLRB. The judge's order states he will receive his job back with full seniority, benefits, wages, and health bills paid up, plus 20% interest and extra compensation to make up for extra income taxes because of the lump sum payment in one year. The NLRB has not yet figured the total award, but it could be in the neighborhood of $125,000.

"The main thing is I won," Lawrence said, "This is more than a personal victory. It is a win for all of us working for a stronger and more democratic union."

The company could appeal the decision to delay Lawrence's reinstatement, but they will continue to incur back pay and interest liability until he is back to work.

Report on Safeway, Super Valu Systems Shows

Production Quotas Unsafe, Unfair

The government-sponsored study reported on in this article has implications far beyond the grocery industry it examined. Its results are important for Teamsters at UPS, dockworkers, and any other Teamster who is currently working or who might work under a productivity plan.

While many of the study's findings are very technical, the conclusions it reaches are stated clearly. Stewards and local officers who want to fight unfair and unsafe productivity plans whether in negotiations, arbitrations, or grievances, will find this study to be a useful tool. To order a copy, send $6 for the 103 page report to TDU.

A team of scientific researchers has determined that the performance standards or quotas forced on grocery warehouse workers by major productivity plans are "physiologically unacceptable."

In *Physical Fatigue and Stresses in Warehouse Operations*, a government-backed report for the National Institute for Occupational Safety and Health (NIOSH), the researchers state as their primary finding, "This study showed that the performance standards or time standards based on Time and Motion Study, Methods Time Measurement and Master Standard Data Systems are physiologically unacceptable."

While government studies cannot name the companies involved, it is well-known that the Methods Time Measurement (MTM) system is used at Safeway warehouses, and the Master Standard Data (MSD) system is used at Super Valu warehouses. Safeway is the nation's largest grocery retailer; Super Valu is the nation's largest grocery wholesaler.

The research team set out to determine the reason for the sharp increase in on-the-job injuries to warehouse workers in recent years. For the past seven years grocery warehouses have seen more and more productivity plans set up each year. The researchers examined order selections from three warehouses working under productivity plans and measured their heart rates and energy expenditure while they were working.

Results of the Study

They report that:

- 60% of the order selectors suffered "excessive fatigue" on the job.
- 90% had higher than acceptable energy expenditure levels.
- Average working heart rates reached as high as 164 beats per minute. Peak heart rates exceeded 180 beats per minute.
- For the amount of energy these order selectors had to produce in an 8 hour shift, they would need an additional 3 hours rest on the average to recover from their fatigue. In other words, they were producing 11 hours worth of work at physically acceptable rates in 8 hours. In one warehouse, they were producing nearly 16 hours worth of work in 8 hours.
- Despite these dangerously high levels of physical exertion, there were 167 disciplinary actions against the order selectors at one warehouse in a six-month period. In the same period there were 102 separate accident reports from 80 order selectors filed with Workmen's Comp.

Their findings are staggering, especially to anyone who has not been forced to work under one of these plans.

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Carhaul Panel OKs 25% Cut for Eastern Conference

In January the National Carhaul Committee established 10 guidelines to extend the "running mile" method of pay to the Eastern Conference. Payment by the running mile means a cut of 25% for carhaulers on the affected runs.

Running mile pay was allowed on some runs in the Central and Southern Conferences in 1983 against the opposition of the members and their local unions. In the first test case in the east, the committee violated the guidelines it had established just one month earlier.

The National Carhaul Committee OKed a trial run on the deal February 27, in spite of the well documented challenge of Wilmington Local 326 and the failure by Anchor Motor Freight to justify its request for relief.

The final outcome of this case will have wide impact. Anchor has also asked the review committee for running mile deals involving Framingham Local 170, Tarrytown Local 445, Linden, N.J. Local 469, and Baltimore Local 557. These cases were "withdrawn without prejudice" by Anchor, presumably because they want to break the ice with what they think is their "best case."

Article 22, Section 2 of the carhaul contract says that the employer must demonstrate that the case for "competitive relief" is "economically justified." The contract and Federal Law require employers to provide all "relevant and necessary" information to the union to evaluate their claim for economic relief. Anchor has refused to meet this requirement despite the repeated requests of Local 326. Why?

continued on page 12

Entire COLA Diverted

See Story on Page 4.

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From the Members

Tragedy of Unsafe Trucks

This letter details in part the trials and tribulations of one man and his family. It deals with the frustrations and roadblocks involved in contesting an unfair termination. What is brought forth here is a series of incidents that have been faced by one man and his family to overcome a common opinion of the trucking industry: that a driver is expendable.

A common story from many drivers is how a driver refuses to take out an unsafe truck. The driver is then terminated. If the driver is lucky enough to get his/her job back through what the union calls the grievance procedure, they are still either penalized by a warning letter or a suspension.

An equally common story tells of a driver who takes out a truck that is unsafe, only because he fears for his job if he turns it down. If he is fortunate, he arrives safely at the end of his run, writes the truck's problems down in the maintenance log, and breathes a sigh of relief. If he is not so fortunate, as my husband was not, he can look forward to to being blamed for the accident if he lives through it. The driver knows that any evidence that is in his favor will probably disappear immediately. This leads to the common trucker's joke, "If I'm in an accident, don't call the doctor first, call my lawyer." Unfortunately, this is more fact than fiction.

While the union has indeed made great monetary gains for its membership, little has been done to insure job security or job safety. Good wages are wonderful, but they do little for you if you are permanently injured or dead. If you are fired for being concerned about safety, the wages you used to get are of little benefit to you.

Stories abound from driver to driver telling of bad steering, no lights, weak brakes and other safety problems that cause many accidents. Many of these stories seem unbelievable to the average person who has not worked within the system. Contrary to popular notion, the average trucker is not a pill popping, lead footed, empty headed cowboy, CB in hand, thrusting the pedal to the metal, aiming blindly down the road towards his destination. Most of today's truckers are well educated family men who have a job to do and handle it responsibly.

My husband is one of the many drivers who have been injured due to unsafe equipment, and we do not know if his injuries will keep him from earning a living at all. Our own survival has been largely due to the support of other truckers. Some have even contributed monetarily.

It is our feeling that when a person's life becomes expendable for the sake of profit, it is time to look at the conditions which fostered the situation. All Teamsters should push for investigation into the safety hazards of the trucking industry, to protect the lives of the nation's drivers.

Catherine Lovett
Teamster wife
Albuquerque, NM

Harassment at Yellow Freight

I'd like to share this with other road drivers. I recently got a 'letter of information' stating that I had been absent on 35 occasions. (Actually, 13 occasions, 32 days) part of my reply:

They also state that the company is paying 100% of our fringe benefits. Also NOT TRUE! If so, then where did our last COLA go? I worked 2,134¾ hours last year, 45.43 average hours per week. This is 65 more days than city or dock is required to work.

Our holiday pay and most of our fringe benefits are paid based on an 8 hour day. In my case I feel that I am still owed 65 days or 214¾ hours of fringe benefits.

I feel the same way that I have felt for the last 36 years that I have been employed by Yellow Freight. I have given 100% or more and I feel that my record will show this. I have had to move from Detroit, Michigan to Charlotte, North Carolina to keep my job, but I have not signed any paper that states that I have sold my soul to any slave management.

I feel that the letter Yellow has sent me was issued for harassment and was to make me fear that I would lose my job. This "letter of information" has NO truth or value to it. I ask that it be removed from my file and destroyed.

Howard B. Smith
Local 71
Charlotte, NC

Cheap Land for Sale in Florida

Although I am retired I am eager to read your paper. It is alarming how working conditions have been "sold down the river." Not only this union, but all unions are in bad condition today. President Reagan has shafted all working people and is still doing so. He stated recently that working people have fared well under his administration! Anyone who believes this should contact me. I have some "land in Florida" that I will sell very cheap!

Bill Slater, who's speech I read in your paper, has a good point when he says that the rank and file have to have the right to vote on International Officers. This is the way it should have been from the beginning. Accomplishing this might take an act of Congress! To Bill Slater and all of you at TDU I give a salute for a job well done.

J.L. Abernathy
Local 941
Lubbock, TX

Labor Lyrics

Dominic Buscemi, TDU member from Local 773 and member of the TDU International Steering Committee, submitted some songs about unions and working people. This one is written by James Taylor.

Millworker

Now my grandfather was a sailor
He blew off in the water
My father was a farmer
And I his only daughter
Took up with a no-good millworking man
From Massachusetts
Who dies from too much whiskey
And leaves me these three faces to feed

Millwork ain't easy
Millwork ain't hard
Millwork ain't nothing
But an awful boring job
I'm waiting for a daydream
To take me through the morning
And put me in my coffee break
Where I can have a sandwich
And remember

Then it's me and my machine
For the rest of the morning
For the rest of the afternoon
And the rest of my life

Now my mind begins to wander
To the days back on the farm
I can see my father smiling at me
Swinging on his arm
I can hear my granddad's stories
Of the storms out on Lake Erie
Where vessels and cargos and fortunes
And sailors' lives were lost

Yes, but its my life that's been wasted
And I have been the fool
To let this manufacturer
Use my body for a tool
I can ride home in the evening
Staring at my hands
Swearing by my sorrow that a young girl
Ought to stand a better chance
So may I work the mill just as
Long as I am able
And never meet the man whose name
Is on the label

If you have songs, poems or stories about unions and working people, please send them to us.

TDU Steering Committee

Co-Chairs:
Doug Allan, Local 208
Mike Belzer, Local 705
Pete Camarata, Local 299
Bilal Chaka, Local 692
Organizer:
Ken Paff, Local 407
Trustees:
Dominick Buscemi, Local 773
Mike Friedman, Local 407
Maralee Smith, Local 142
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Cliff Coonley, Local 600
Jerry Gaimari, Local 404
Linda Grego, Local 435
Charles Helton, Local 515
Kyle Ray, Local 413
Jim Wardell, Local 710
Alternates:
Emil Abate, Local 853
Brian Elliott, Local 966

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights**, then how about joining us?

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Washington Watch

TDU Fights for Jobs at Labor Leasor

Penn Truck Aids Drivers Backstabbed by Union

When roughly 2/3 of the Penn Truck Aids (PTA) workforce was replaced by non-union drivers and the union took no action whatsoever, PTA drivers felt like they had reached the bottom of the barrel in terms of union representation. They were wrong. Their union officials have now gone lower.

When the jobs were subcontracted the drivers organized and their TDU attorney filed several charges with the NLRB. After some delay, the NLRB took action and issued complaints against the employer. But now PTA has a new ally in the NLRB proceedings. Fleming Campbell of the Eastern Conference of Teamsters, George Ayers of Richmond Va. Local 592, and John DiLuzio of Local 312 have signed affidavits for the company in an attempt to justify the destruction of the bargaining unit and the use of scab trucking!

The union was not a party to the NLRB case, as the drivers and TDU only went after the company, doing what the union should have done long ago. Now, out of the blue, the paid representatives of the drivers signed statements supporting the employer 100%. Their statement says that in replacing the union drivers with scab outfits, that they "have not violated the no-subcontracting provision of the collective bargaining agreement."

Labor Leasing Deal

Penn Truck Aids is a labor leasor in the business of supplying drivers to chemical conglomerates like DuPont, Allied, Hercules and ICA America. The NLRB charges allege that PTA is a front and that the chemical companies actually control the majority of the working conditions.

A hearing is scheduled for April. TDU and the NLRB contend that the companies' attempt to replace the union drivers violates the contract and federal law.

But now the Eastern Conference and local officials have openly sided with the employers in destroying hundreds of union jobs. They draw fat salaries from union dues while doing dirty work for union busters.

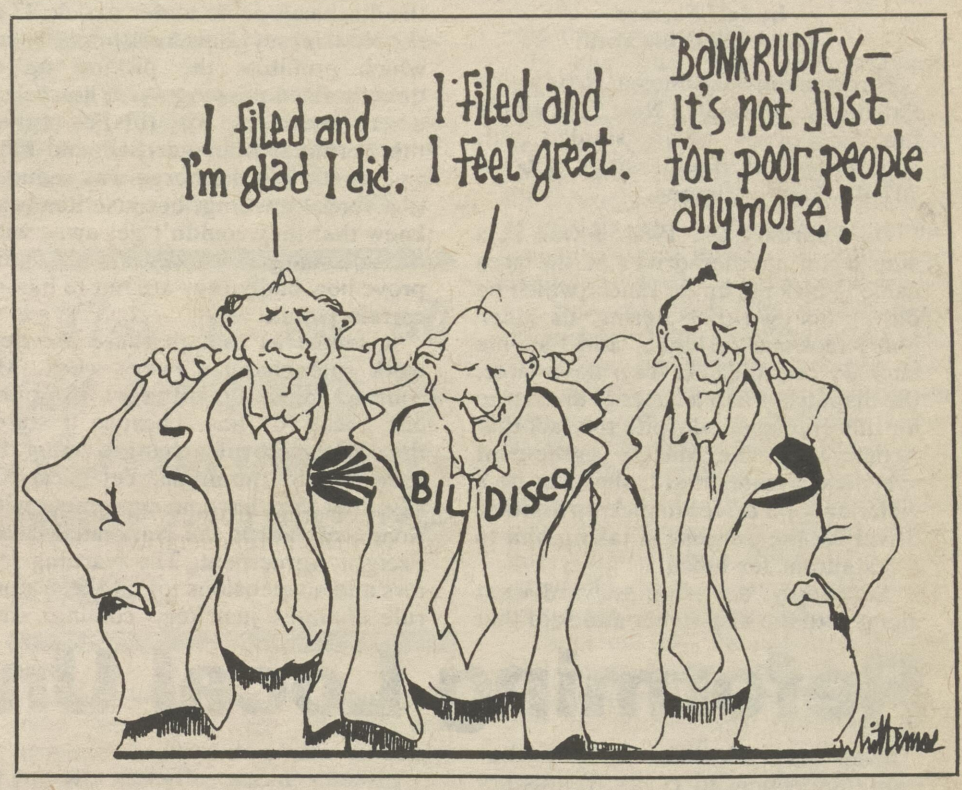
The drivers' struggle for justice spans almost a decade. Prior to deregulation the PTA drivers had wages comparable to the NMFA but no job protection, and companies replaced drivers almost at will. The Joint Grievance Panel, consisting of Eastern Conference and PTA reps, sided with the employer.

After deregulation, there were wage concessions and working conditions deteriorated. Drivers joined TDU and fought back, especially when the layoffs came. TDU filed charges with the NLRB on the layoffs, and several drivers also filed suit alleging contract violations and lack of union representation.

The union has consistently sided with the company. Union negotiators refused to present driver proposals to the company in the contract talks. When — after rank and file organizing — 63% of the drivers voted against the contract, they used the 2/3 rule to declare it ratified.

The NLRB taking the drivers' side in the TDU action represents a hope of job protection for the laid-off drivers. The union officials' latest move to sabotage the workers' interests will be listed as one of the gloomiest chapters in labor's history.

The PTA drivers have taken the right road in fighting for their rights, and they need the help of other Teamsters in their battle and in ridding our union of men who sign documents for the employer and give the OK to the loss of hundreds of union jobs.



Bankruptcy Ruling a Setback for Unions

On February 12 the U.S. Supreme Court issued a sharp setback to the U.S. labor movement and all union members. In the case of NLRB v. Bildisco, the court ruled that a bankruptcy court may let a company out of its union contracts without requiring proof that the business is facing imminent foreclosure.

The court made an even worse ruling in another aspect of the case. By a narrow 5-4 vote, they ruled that once a company has filed a Chapter 11 bankruptcy petition in court, the "collective bargaining agreement is not an enforceable contract."

This ruling gives companies the green light to file bankruptcy for the exclusive purpose of getting out from under labor contracts. Even if the court rules later that the company acted wrongly, labor law experts report that it is unlikely that the company would be forced to pay backpay and benefits. Unfortunately, the court did not rule on this aspect.

It is important to note that companies that do take this action still have a duty to bargain with the union to replace the contract. The ruling allows the contract to expire early, but the union still retains the right to bargain and to strike to enforce a new or identical contract.

Legislation has already been introduced to overturn both aspects of this ruling. Two separate bills, one introduced by Congressman Peter Rodino (D-NJ) and the other by Congressman Paul Simon (D-IL), have been introduced. But quick action is unlikely.

This issue points out the need to build solidarity between all unions, so that one group of workers under attack by a company will have the backing of all unionists.

Presser Won't Stop

The Relief Rider was defeated overwhelmingly but the chance that Presser will change his tune is one in a million. That's why all concerned Teamsters should plan to attend the 1984 TDU Convention. Don't wait to cast your vote for a decent contract until it is too late. Be at the 9th annual TDU Convention to meet with hundreds of other concerned Teamsters who are working with TDU for better contracts and a better union.

Plan Now to Be There!
TDU Rank & File Convention
October 13–14, 1984
Chicago, Illinois

Show your true feelings about the man responsible for the wage freeze, loss of COLA and destruction of working conditions.

Prices: $1 for 1, 50c each for 10 or more, 35c each for 50 or more. Mail your order to TDU, Box 10128, Detroit, Michigan 48210.

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

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Harassment Continues at New York Roadway

by Jeff Ferraro
Local 707, New York

Harassment continues at Roadway's Patchoque terminal in New York with a few employees being singled out, apparently with the blessings of Local 707 BA Ralph Alimena.

On February 24, 1984, I was at a stop when another driver in the area came to pick me up for lunch (which he did on his own time during his lunch hour) took me to lunch, and had me back by one o'clock. Two days later, the dispatcher had a letter of discharge for this employee, despite the fact that Article 13 of the Master Agreement specifically states that it shall not be a violation for a driver to pick up another driver for the purpose of taking him to a restaurant for lunch.

Amazingly, our shop steward went along with the dispatcher and said that the discharge came under Article 47 of the New Jersey/New York Supplement which prohibits the picking up of unauthorized passengers. When asked where he came up with this, he replied the Terminal Manager had told him. Eventually the discharge was reduced to a verbal warning, because Roadway knew that they couldn't get away with the discharge. However, they did prove how badly they are out to harass certain people.

It seems as though there are new work rule changes every week. My contract must be different from the one Local 707 has, because it states that all work rule changes must be agreed to by the union. Yet Local 707 says that they have no agreement with Roadway except the National Master Freight Agreement. The warning letters and suspensions for all these work rule changes just keep coming. And every single one has been upheld by the panel.

Jeff Ferraro photo by Bob Gumpert

The last time that I went to the panel with another employee our BA, Ralph Alimena, had no statement or any evidence prepared to give to the panel in our defense. I suppose it just wasn't important enough for 707 to bother to give us representation. We ended up losing two out of three grievances. The only one we won was because the dispatcher was caught in a lie, and we had it on tape. I guess they had to give us that one.

The Amazing Un-COLA

Teamsters working under the national agreements will not be getting the 35c due under the Cost of Living Clause this year. Once again, it will be diverted to the pension and health and welfare funds.

But thousands of Chicago Teamsters will get the 35c as Local 705 has announced that the full amount will go to wages. This will include freight, UPS and others covered under separate contracts.

But nationally, freight, UPS, carhaul and other Teamsters lose their cost of living protection for another year.

Once again the International Union and the employers have decided that by coincidence, the 35c (or .875c/mile) was just the amount needed by the benefit funds, on a uniform national average. If they decided less was needed to maintain benefits, members would get a raise. If they decided more was needed the employers would have to make up the difference. But by a strange coincidence it all works out "just right." The COLA on all hours over 40 (at time and a half, or 52.5c/hour) will be kept by the employers once again.

Official word came out in early March that each supplemental area will decide how to allocate the 35c between pension and H&W. The Central and Southern Conferences will go totally to H&W, which will raise the weekly H&W payment from $58.20 to $72.20. The Western Conference has not made its allocation known yet, but it is expected to go to H&W also. In the East there are several supplemental areas. The New England Fund is splitting the 35c between pension and health and welfare on a 15/20 basis.

There are still suits pending. especially in Presser's Ohio Welfare Fund, resulting from last years diversion of the COLA. But the main way to deal with this problem is by strong membership insistence on restoration of the COLA clause in the next contract. TDU is working for this goal. If you agree, see page 10 for an application.

Reforming Local Union Bylaws

From Massachusetts to California, from Connecticut to Texas, Teamsters are working to make their local unions stronger and more democratic by amending bylaws.

Each Teamster local has a set of bylaws (by federal law) and the members have a right to amend them, usually by a 2/3 vote. A number of TDU Chapters are active in exercising this right.

On March 15, over 1000 Teamsters packed the *Chicago Local 705* hall to vote on an amendment to provide for elected stewards. A big turnout is the key to winning a vote like this. In this case, the officers were determined to hold on to their personal power instead of strengthening the union, and adjourned the meeting after 13 minutes, refusing to allow a count of votes.

In *Connecticut Local 145*, members will be voting on an amendment for elected stewards at the April union meeting. *Iowa Local 90* members will also be voting in April.

In some locals, officials attempt to deny members the right to vote on bylaws amendments, but the law is clearly on our side. In *San Antonio Local 657*, the officials refused to bring to a vote an amendment which would provide some ceiling on officers' salaries, tying them to increases in the NMFA contract. Members brought charges against officers for this violation, and the officers agreed to allow a vote in exchange for dropping the charges. The vote will be in April.

In *Yonkers, N.Y., Local 445*, the principal officer used a similar bogus trick in early March to try to prevent a motion for elected stewards to come to the floor. He entertained a motion to refuse to accept the amendment, and then declared it passed. This was a violation of the bylaws, and members of 445 intend to enforce their right to vote on a bylaws amendment.

In *Springfield, Mass. Local 404*, a vote will be held in April on establishing a local strike fund. It was voted at the February meeting that a *secret ballot* will be taken on the amendment.

In *Local 822, Norfolk, Va.*, a bylaw amendment for elected stewards was voted down 43-33. The low turnout caused the defeat and TDU members have plans for the future.

The *Watsonville, California TDU Chapter* has put forward two good amendments, one on officers' salaries, the other on the timing of local elections. Both will be voted on in April. (See article on page 11.)

Quad Cities Local 371 in Rock Island, Illinois, voted in March on a bylaws amendment to give up the right to vote on BAs. The result, according to local Vice President Gene Fort, was a resounding defeat of the motion to give away members' rights.

Others with on-going bylaws reform campaigns, or who would like to get one started, should contact TDU.

Freight Lines

IML Struck, Closes.

On Sunday, March 11 the IBT struck IML after the company announced unilateral changes in the contract in the west, and closed all operations east of Denver to divert the freight to *Central Transport* and its subsidiary, *Mason & Dixon*. The union had little choice at that point. IML then announced it would cease operations. IML employees are owed thousands of dollars each in loans to the company and other benefits due.

Central Transport, IML's partner in that scheme, continues to get off scot-free from the International Union, operating non-union terminals in defiance of the NMFA, along with numerous other scams and anti-union devices. Why doesn't the union threaten a strike there, to bring them into line?

Although IML is closed, picketing continues to ensure that *CT* will not attempt to re-open operations on a scab basis.

New Ryder/PIE Proposal.

Ryder/PIE has come out with a new change of operations proposal to merge *Helms/Burns* with *Ryder/PIE* operations. It's a slight improvement but still a rape of the contract. *Helms/Burns* active employees would be dovetailed with Ryder/PIE *inactives*, a total negation of Article 5 of the NMFA. A *third* version of the change then was issued, which now states that the White Deer break bulk and relay will be closed, and Richfield, Ohio will be re-opened.

A number of locals are protesting the destruction of seniority rights which International Utilities is attempting.

Slavery at Texas Roadway.

Roadway still wants slavery in the South, especially in places like San Antonio where Local 657 doesn't offer much resistance. Two city drivers were given warning letters in February for not "babysitting the phone" while on letter of layoff. They want to lay you off, then force you to sit by the phone 24 hours a day, 7 days a week, waiting for a work call. The Southern Conference panel ruled against Roadway on this over a year ago, but they never give up.

Red Star Consolidates in New England.

Red Star Express is closing its Springfield, Mass. and New Haven, Conn. terminals and consolidating the work at the old Jones Motor Terminal in *South Windsor*. Both of these terminals were profitable operations, but the move will apparently save money as all Connecticut and Western Mass. peddle work will be done from the new terminal. All drivers will be transferred, including three from Providence, R.I. and the company claims that 20 new jobs will be opening in the future.

Layoffs at Cincinnati Mason Dixon.

Central Transport has been pulling its usual tricks at the Mason Dixon terminal in Cincinnati. As soon as CT bought out Mason Dixon they cut the men working from 22 down to 13. In the meantime, those left working are getting lots of overtime, some up to 40 hours a week. The message from CT is: "If you don't work the overtime, the terminal closes." The men are already concerned that all the work could be shifted to the CT or General Highway terminals. Similar reports have come from other areas. When will the International take a stand against these abuses?

Bengals' Players Join Harassment Game

Wives Picket Cincinnati McLean

"We're fed up with our husbands being harassed with trumped up disciplinary warnings."
—Wife, Local 100 McLean Dockworker

This summed up the feelings of the twelve wives and a former McLean clerical employee who picketed the Cincinnati McLean terminal on February 12. The women were protesting the continuing inhuman treatment by McLean management, who have gone on a harassment rampage against all employees.

For months management has been on a harassment campaign that would make UPS and Roadway proud. Most recently, members of the Cincinnati Bengals football team have been brought in to take part in the harassment game! One city driver was recently forced to mop floors and clean bathrooms all day as punishment for not working hard enough. Throughout the day one of the Bengals stood right beside him watching him work. How many more NFL players could find useful off season employment like this?

City drivers have reported that people with video cameras are following them around during the day. Management tried the same trick on the dock, claiming that they were making a "safety film." Strangely enough, those being filmed were the same men who had been harassed the most.

300 Warning Letters a Month

Management has been handing out 300 warning letters a month, in what one TDU member described as an "all out attempt by management to bust the union." According to some reports, management has set a quota of warning letters and suspensions. If the quota isn't reached, messages come over the Telex demanding to know what's wrong.

A recent government study on productivity in grocery warehouses (see article page 7) has proven that grocery workers disciplined for low productivity were already working harder than an acceptable health standard. McLean management is clearly following in the footsteps of this "push your employees until they drop" philosophy.

This barrage of intimidation isn't limited to the dock. A number of road drivers who had recently transfered to Cincinnati were laid off, and have lost their homes as a result. Another road driver was brought up on assault charges; the charges were later dropped.

Black employees have filed charges with the EEOC over discrimination. One black dockworker was forced to sit on a supervisor's desk all day and take notes on "proper" freight handling.

"This is an all out campaign by McLean management to bust the union."

Taking longer than 10 minute rest room breaks is high on the new terminal manager's list of major crimes. Some employees have been issued warning letters for this offense, and until recently all employees were required to hand their "daily activity cards" to a supervisor before going to the bathroom. The men were able to stop this practice.

It was this cruel and inhuman treatment that led wives of the men to picket the terminal. The women carried signs charging the company with unfair labor practices, and compared the treatment of their husbands to that of animals. During the picket, terminal manager David Boyle sent coffee and donuts out to the women, along with his business card. The donuts were refused, and the picketing continued.

It is not clear what will happen now. One of the men has a hearing on charges before the National Labor Relations Board on May 2, but only on a specific incident. Local 100 is reportedly doing what they can for the men, but without the support of the International Union it will be next to impossible to put a stop to this brutal treatment once and for all.

Unfortunately, the situation at Cinci McLean is being repeated at other McLean terminals around the country, and of course has been standard practice at UPS and Roadway for years. It is a sad statement on our International Union when management is allowed to treat union members who work hard every day and have put in many years of excellent service with less respect than animals.

As I See It

By Dave Blesing
Chairman Northwest Ohio TDU
Local 20, Toledo

During the 1980s unions are going to be put on trial in every sense of the word. We'll be facing attacks like we've never seen before. Our strengths will be tested, and our flaws and weaknesses will be exposed. Big business has targeted us for extinction. How is the labor movement going to repel these attacks? How are we going to survive into the 1990s strong and whole? How can we work to put the unions back on the offensive?

Many of our stronger and more honest labor leaders are already trying new strategies and tactics to use in negotiations and political situations. But our union's greatest strength is, and will always be, the members themselves.

Union leaders have worked for years without encouraging the active support of the rank and file. They have negotiated many good contracts and brought our standard of living up to a level never seen before in the entire world. But now, if big business has its way, the members will stay inactive, our unions will be reduced to shells of their former selves, and our standard of living will be reduced to 19th century levels. What can we do to stop this? Where do we start?

Solidarity Committees

The solidarity committee, as I see it, can become our union's most powerful and useful weapon in any and all future negotiations. These committees are made up of people from all unions. Here in Toledo they include Teamsters, Auto Workers, Oil Workers, Electrical Workers, Public Employees and many others. They are people who have become aware that their future and the future of the following generations of working people depend on their active participation today. They are people who know that the walls of political rivalry and special conflicts between our unions must be brought down. They're people who know that the future of the labor movement rests in the hands of the rank and file members of all unions.

These committees are not just made up of "radicals," or whatever label someone may put on them. They are made up of everyday working people, like you and me and Sam down the street.

We are joining together to offer skills, experience and time towards the future of all unions.

Just imagine if there had been a network of Solidarity Committees to assist the air traffic controllers when they needed it. I think that sad story would have had a different ending. Or imagine a large food store chain which threatened to close all of its stores in one large city because its employees wouldn't accept concessions. Through solidarity committees nationwide, effective boycotts and informational pickets could have been set up in cities where the same conglomerate just invested millions of dollars into new stores and promotions. I think this story, too, would have had a happier ending.

In Toledo the Solidarity Committee has become a reality. The committee is available to any and all unions to develop solidarity between all unions, keep all unions as well as the general public informed, provide support to any union or union membership requesting it, act as a unifying force within the labor movement, and to obtain and secure all of our rights as provided by the laws of our land.

Here in Toledo we've been successful and are growing every day. I only hope that all union members become active in these committees and that our union leadership takes full advantage of this new and powerful weapon available to us.

Union Busting Threat at CF

As the years go by it seems some officers of the IBT are losing the ability to decide or even remember where their loyalties lie. They don't understand that when they allow the companies to cut away at the National Master Freight Agreement, they are the companies' ally in the act of union busting. I have seen management patting union officials on the back and laughing after a rank and filer has lost his grievance.

Take for example the CF terminal in Dallas, Texas. There, the union officers are allowing CF to back owner operators into the dock and load non-union trucks with LTL freight. (There goes more union jobs.) The very same thing is going on at the CF facility in Charlotte, North Carolina. And talk about nonrepresentation, I have been told by Fremont, Indiana roadmen for CF that a low life dock foreman hit a dock worker in the face and cut him bad enough that he had to get stitches. Guess who got fired? Hell, the dock worker, of course.

Let's not forget about the Peru, Illinois CF facility and the nonrepresentation at Local 722. As I understand, the president of that local, on March 14, 1984, actually testified against a brother union member and went along with the company at the JAC hearing. Two Peru road stewards joined in to testify against their brother. Now why union men would testify against their own brother is a mystery to me and kind of goes against the idea that "united we stand, divided we fall." Local 722 also allows non-union owner operators to haul freight from the Peru facility and is allowing the company to put on 40 casuals, after they have signed a paper declining any and all seniority. I thought the "yellow dog" contract was outlawed years ago.

But there is some good news. Jimmy Carrington, President of Local 667 in Memphis, Tennessee, has just won a blanket grievance against CF for the illegal railing of freight. His men are getting paid. I guess there are real union leaders and there are pretenders dressed in leaders' clothes.

—A CF Driver

Told to Stop Goon Tactics

Judge Issues Injunction Against "Blast"

On February 27, 1984 TDU went to court and obtained a Temporary Restraining Order (TRO) from Judge William J. Giovon against Jackie Presser's "Blast" squad including its leaders and all acting in concert with them, barring them from entering or disrupting any TDU meetings.

The TRO covers all TDU Chapters in the U.S. and is only the beginning of a major court action launched by TDU to stop once and for all the intimidation of reform minded Teamsters by Presser's outfit. Already, the Michigan ACLU has come out in support of the suit and further public support is expected.

What is "Blast"?

"Blast" (Brotherhood of Loyal Americans and Strong Teamsters) was set up by Jackie Presser in 1981. Its first appearance was at the June, 1981 IBT Convention in Las Vegas. Presser admitted to reporters that thousands of union dollars paid all the expenses of the goon squad of some 30 men, which he called "an educational program."

"Blast" became active again last year, when TDU launched a major national campaign to stop the "Relief Rider" proposed by Presser. "Blast" was there again, harassing members and putting out materials calling those opposing the Rider "communists," and "outsiders."

In September, the members spoke in a loud clear voice with a vote of 94,000 to 13,000 against Presser's rider. Presser vowed to retaliate.

One month later, in October 1983, the "Blast" squad was sent to the TDU Rank & File Convention in Romulus, Michigan. Leading the pack were several officials loyal to Presser, including such notables as Joint Council 43 Organizer Roby Smith, who is now serving a 3 year sentence in Leavenworth for taking pay-offs for labor peace from trucking employers. The "Blast," so-called "Loyal Americans," then broke into the hotel and attempted to disrupt the Convention until the police escorted them out.

"Blast" conducts no educational programs, doesn't elect its officers, and in fact, exists *only* to do Presser's dirty work of harassing rank and file Teamsters.

So Presser has set up an old-fashioned goon squad and given it a tough sounding name. But this squad does more. It also produces propaganda and newspapers, which are in turn sent to any local official who finds himself under pressure from the rank and file. So, when the members of Chicago Local 705 proposed a bylaws change to have the right to *elect* their stewards... out came the BAs with "Blast" propaganda, calling the members names for wanting a basic democratic right.

Who Writes It?

Blast" publications are written by Richard Leebove of Detroit, who is one of the persons being sued by TDU. In 1978 Leebove was identified in publications of the "U.S. Labor Party" as their Teamster Specialist, working full time to disrupt any reform activities. Leebove worked for such characters as John Cody, head of New York Local 282, now in a federal penitentiary for labor racketeering. He also worked in other disruptive activities, producing propaganda calling then mayor of Chicago, Byrne, a pinko and her husband a gigolo. Leebove is so notorious that syndicated columnist and author Mike Royko wrote two columns exposing his antics, as well as his bogus journalism credentials.

Leebove is paid well to do business under the assumed name of "Union Communications." International Vice President Holmes funnels thousands of dues dollars per month to Leebove's outfit, according to financial records examined in 1983.

"Blast" and its spokesmen will find themselves having to answer in court for their goon squad antics.

Phony Charges

Presser and "Blast" say TDU is "working for a communist form of government." Nothing could be further from the truth. TDU is working for a democratic, open and strong Teamsters Union, and above all—for the *right to vote* on our Teamster president.

"Blast" repeatedly has claimed TDU is being investigated. In January 1983, they said TDU was being investigated by the U.S. Senate Labor Committee. We got letters from the Senators stating this was false, and three months later TDU leaders were invited to testify before the Committee about labor racketeering. Then in July 1983, "Blast" said the Justice Department should investigate TDU. The same day it was submitted, the government turned down the request. Now, they say the FBI is investigating TDU. The lies go on and on.

Maybe all this baloney is to divert attention from the fact that Presser is the one actually being investigated, by a federal grand jury in Cleveland. Two officials of Cleveland Local 507, one of them Presser's Uncle, Allen Friedman, were recently convicted of being "ghost employees," who did not work but were paid every week for years. Jackie Presser, as the Secretary-Treasurer of Local 507, signed every single check involved in the scheme.

"Blast" says TDU is funded by employers. TDU has never received one dime from employers, nor has anything ever been offered. TDU is 100% union. Why would employers want to give money to Teamsters fighting for better contracts? The employers are happy with Presser, the official who signed the rider.

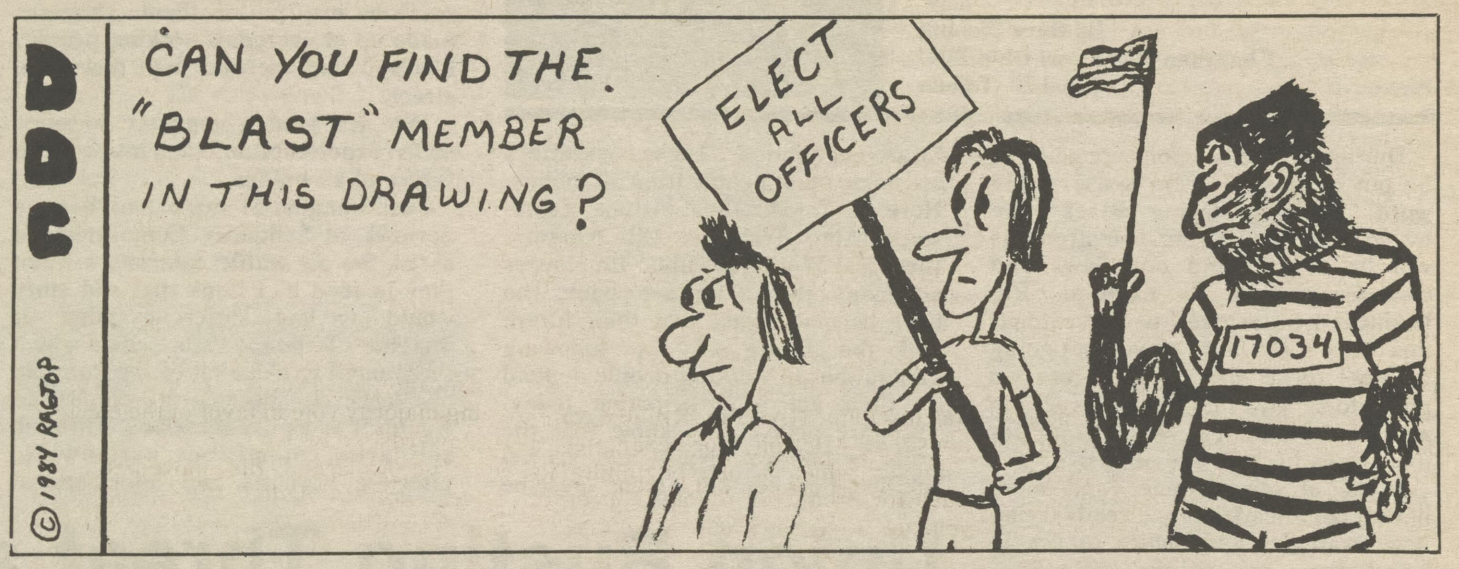
The tactics of this crowd goes beyond propaganda. On a number of occasions, forgeries have appeared against TDU and reform minded members. On March 4, 1984, the NBC TV program "First Camera" detailed some of their workings, displayed an example of the forgeries used against TDU, and reported that "U.S. Labor Party" operatives were funneled money by Jackie Presser to try to discredit any reform activities.

Check it Yourself

Presser is counting on the members to be snowed by a mountain of propaganda. He has the resources to produce all the baloney in the world. He does all this to keep himself in power, while earning a union salary of $560,000 a year. He has never worked a day in his life as a Teamster or stood in a contested election, local or national. He just "inherited" his union power from his father. But we in TDU believe the truth is stronger than lies, and that democracy is stronger than dictatorship.

TDU has been written about and investigated extensively. Three major books have come out in recent years on the Teamsters (*The Teamsters, Hoffa Wars, Desperate Bargain.*) Each one contains a chapter or section on TDU and the rank and file reform movement. Major publications like *Readers Digest, Newsweek, New York Times* and others have written extensively about TDU. None of these independent investigators or reporters has ever found any truth to "Blast's" fabrications.

Meanwhile, "Blast" and its spokesmen will find themselves having to answer in court for their goon squad antics. We will see how well they do on the witness stand.



"Blast" at Work in Chicago

On Thursday evening, March 15, *over 1000 Teamsters* packed into the Local 705 union hall in Chicago for the monthly union meeting. This giant turnout of concerned members was no accident, but the result of a rank and file proposal, backed by the Chicago TDU Chapter, to amend the Local 705 bylaws to provide for *election* of all stewards, and to establish a stewards council. Members worked hard on it, and got the word out. They were participating as good union members.

This is where "Blast" made its debut in Chicago. Local 705 boss Louie Peick sent out all his BAs to cover Chicago with "Blast" propaganda. This literature claimed that the proposal to have elected stewards was communist, and that it would cost the local $1 million a year. Peick knows a lot about union money. He got $200,114 in 1982 from the union treasury!

So what happened on March 15, with more than 1000 Teamsters participating in their local union? Peick would not allow the vote on the bylaws to be counted! He cut off debate immediately, took a voice vote, and when he saw it was against him, refused all requests for a count.

This was a good example of "Blast" at work. First you call the members names. Then you squelch them when they turn out to the union meeting in record numbers (hopefully you disgust them so much they won't be back). Then you refuse to allow any votes. If Peick keeps this up, maybe Presser will make him the King of Blast.

But, Peick has one problem. The members are getting more active and informed all the time, thanks to Chicago TDU. There may be a day when Peick is happy to see only 1000 members show up!

Study Proposes Voluntary Overtime

Quotas Unfair, Unsafe

continued from page 1

Examining their findings, the researchers conclude that "a significant number of workers may not be able to meet these [production] standards as they might be working close to their maximal working capacity for this type of work (lifting, lowering, carrying, etc.). This is especially true for the female and older work force. Other workers may accumulate excessive fatigue which may result in increased incidences of injury and illness. Disciplinary actions taken against the workers for not meeting 100% performance in one warehouse and accident statistics support this conclusion."

In other words, many of the order selectors couldn't be working any harder — they had reached their physical limit. The demands placed on women and older workers are extreme, and the evidence shows that workers trying to avoid discipline for low productivity increase their chances for accidents and injuries.

Productivity Plans Don't Measure Work Effort

A common argument management uses to cool off membership resistance to productivity plans is, "If you're doing your job you have nothing to worry about. This will only affect those who are slacking off."

The report shoots down this argument once and for all. The scientists found that 23 of the 25 workers who fell under their productivity quota were already working harder than what was physically acceptable.

A fundamental problem with these productivity plans is that most of them were designed for manufacturing jobs where the work is highly repetitive and not physically demanding. But in grocery, and other Teamster jobs, the work is much less repetitive and is very physically demanding. "This raises serious questions regarding the applicability of traditional work management techniques to physically demanding work," they report.

Despite the efforts to make productivity plans appear "scientific," this report calls into question whether these plans measure anything useful at all. For example, the researchers found that at the warehouse where the productivity performances were the lowest, the order selectors had the *highest* level of energy expenditure and heart rate. They found that productivity performance could in no way predict or be associated with the level of energy an order selector exerted on the job.

How can this be? The answer is that the differences between the productivity plans are so big that what might be considered acceptable productivity performance according to one plan would be grounds for discharge according to another.

Is There an "Acceptable" Productivity Plan?

Members who have faced the introduction of productivity plans in their workplace have often faced mounds of data compiled by industrial engineers which makes these plans look impossible to confront. Not only does this study show that there are unreasonably high differences between what is expected by these plans, but it also offers stewards, officers and members with a counter-argument: what will be the *physical impact* that these plans will impose on the members.

Are there any productivity plans that are "acceptable"? The researchers don't think so: "Results of this study show that it is practically impossible to estimate accurately the difficulty of a physically demanding job from traditional work measurement techniques." Since the productivity plans they studied are among the most widely used in grocery, there is no evidence that there are any better ones in use.

The rise in the use of these plans is not due to a desire on management's part simply to get a more accurate reading of productivity. They are designed to threaten warehouse workers to do more work per hour, or else be suspended or fired. The question is not which productivity plan is "good," but rather how can all of them be stopped.

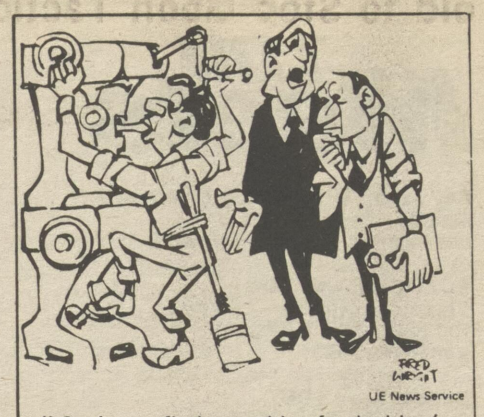
Once a productivity plan is set up, management will use the slightest dip below the 100% standard as a reason for discipline. At the Kroger warehouse in Detroit, for example, a company which is just beginning its push for production quotas, an order selector was suspended for "unsatisfactory work" for picking an average of 149.4 cases per hour when 155 cases was the standard. At other warehouses, order selectors have been suspended for being just a fraction of a percentage below the standard.

"Productivity plans, whether they're called MTM, Incentive Plans, or quotas, are just another way for the company to get as much work out of its employees as it can," says Linda Gregg, a TDU Steering Committee member who works for Safeway in the Denver area. "Safeway warehouse workers were the first to put up a big fight against the MTM plan several years ago in Northern California. Anyone who isn't working under one of these plans now needs to get strong contract language to protect themselves."

The full impact of productivity plans goes beyond the workplace. The fatigue and stress that they cause can be very disruptive to family life. This was one reason why entire families fought against the MSD plan at Super Valu's warehouse in Fort Wayne, Indiana. Rather than let this plan tear the family apart, these members united together to fight it.

Bit by bit, these plans are worming their way into all regions of the country. The best protection from them is strong contract language. Article 20 of the freight agreement, for example, has a useful clause. It says that the employer can only establish work standards "subject to agreement and approval with the Local Union."

But there are other things that can be done to help blunt the effects of a productivity plan already in operation. The researchers recommend that *overtime be made voluntary* as a partial solution. The stresses and fatique that they measured were for an 8 hour day. Beyond that limit, fatigue and stress increase dramatically. As serious a health and safety problem as these production plans are in 8 hours, they have a far more serious effect during overtime.



UE News Service

" Can't you find something for Jenkins ' right foot to do?"

The only solution to the problems posed by productivity plans is to have them banned because they are unhealthy, unsafe and unfair to those who must work under them. This study is useful for any union member who believes that management should not be allowed to force the members to work beyond physically acceptable limits.

By demanding that management not be allowed to introduce work schemes like these productivity plans, grocery and other warehouse workers could go a long way towards protecting their health from needless accidents, stress and strain, and protecting their jobs from suspensions and discharges based on an unfair system.

Keep the Rank & File Informed!

For just a few dollars each month, you can get a regular bundle of Convoy Dispatch from TDU. Subscribe today and we'll start your bundle sub with the next issue. You'll be billed for future bundles. Just $3 for 10, $4 for 20, $5 for 50, and $9 for 100. Remember, knowledge is power, and Convoy Dispatch is the only reliable source of Teamster news.

Name_____ Local Union #_____

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City_____ State/Prov._____ Zip_____

Phone_____ Company_____

City☐ Road☐ Dock☐ Warehouse☐ Other _____

Bundle size: ☐ 10 ($3) ☐ 20 ($4) ☐ 50 ($5) ☐ 100 ($9)

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

Huge Turnout Confronts Peick on Bylaws Vote

On March 15, 1984, Louis F. Peick, Secretary Treasurer of IBT Local 705, made it perfectly clear that democracy in our union is needed now more than ever. On a night when a bylaw change to elect stewards was to be voted on, and before well over 1000 union members who had come to vote in a driving rainstorm, the dictator of the Chicago local overuled an overwhelming majority vote in favor of the elected stewards bylaw.

The rank and file movement for elected stewards had definitely struck a nerve through the local. 20,000 pieces of literature had been distributed in favor of the bylaw change, and the effort brought out many members who had never attended a union meeting to come and cast their vote for democracy.

After brief debate, a voice vote was held on the amendment. Louie Peick, apparently suffering from a hearing disorder, ruled that his minority of the house had outvoted the majority. John Navigato, president and chair of the meeting, then ignored numerous requests from the floor for a division of the house vote. Peick, knowing full well he would lose the vote if it was counted, had the meeting gaveled to a close. The meeting lasted about 13 minutes.

The shock of such a mockery of justice will leave a bad taste in the mouths of those who came to register a vote and expected the union to accept the members' decision. It will be a long time before the memory of this total disregard for the membership is erased from those who attended their first meeting.

In the weeks preceeding the meeting, Peick had his political machine on the streets campaigning vigorously to block the passage of this much needed bylaw change. Besides using his BAs, organizers and stewards, there were widely distributed flyers with gross misrepresentations of expenses needed to put the elected stewards amendment into effect.

The overwhelming support of the rank and file for elected stewards, and Peick's efforts to suppress it, have changed the balance of forces in the local. Word is out on the streets that we won the vote and Peick stole it from us. Over 1000 members turned out—the largest union meeting in years. This movement can't be stopped now.

Peick, seeing his empire crumble around him, announced the day after the vote that the whole 35c due on our COLA increase would go into our paychecks. Isn't it strange that this announcement would come out a day after the vote? However, we believe that Peick's desperate effort to buy support in the fight for his political life is just too little too late.

—Local 705 Teamsters for Elected Stewards

TDU Meets

Bay Area TDU Steering Committee
Sunday, April 29—7 pm
For location call (415) 783-5872

BC/Yukon Area TDU
Thursday, April 5—7:30 pm
Rio Hall, 3325 Kingsway
Vancouver, BC

Buffalo Area TDU
Sunday, April 1—10:00 am
N. Buffalo Community Center
203 Sanders Rd. (off Calvin Blvd.)
Buffalo, NY

Chicago TDU
Sunday April 15—1:00 pm
Cezar's Best Western
5001W 79th
Burbank, Illinois

Hudson Valley TDU
Sunday, April 15—6:00 pm
At Maybrook VFW
Maybrook, NY

Hudson Valley TDU Conference
Saturday, April 7—9:00 am to 4:00 pm
Maybrook Firehouse (take exit 5 off of Rt. 84, follow signs south on Rt. 208)
Maybrook, NY

Long Island TDU
Sunday, March 25—12 noon
801 Conklin
E. Farmingdale, NY

Los Angeles Area TDU
Saturday, April 7—10:00 am
Freight Meeting
213-966-7154 for location

Sacramento Area TDU
Sunday, April 1—9:00 am
Torey's Restaurant, 1638 W. Capitol Ave.
W. Sacramento, CA

Seattle Area TDU
Saturday, April 14—9:00 am
Nisei Veteran's Hall
1212 South King St.
Seattle (for info call 226-6127)

St. Louis Local 600 TDU
Third Sunday of the month
(following Local 600 union meetings)
Amvets Post 88, 8449 N. Broadway
St. Louis, MO

Toledo Area TDU
Thursday, April 12—10:00 am and 7:00 pm
Frisch's Restaurant
3537 Secor Rd.
Toledo, OH

Twin Tiers TDU
Saturday, April 7—5:)) pm
Horseheads American Legion Hall
Horseheads, NY

Watsonville Area TDU
Monday, April 23—7:00 pm
Food and Nutrition office
North Main St.
Watsonville, CA

West Coast TDU Conference
June 2 & 3
University of California, Berkeley

West Virginia TDU
Sunday, April 15—2:00 pm
Ramada Inn, 2nd Ave. and B St.
S. Charleston, WV

Western Massachusetts TDU
Sunday, April 18—12 noon
Sheetmetal Workers Hall
32 Stevens Street
E. Springfield, Mass.

Winona, Minnesota TDU
Friday, March 30—4:00 pm
79 E. 2nd Street
Winona, MN

Is your Chapter having a meeting? If so, let us know ahead of time so that it will be in **Convoy Dispatch**.

Want a meeting in your area? Let the office know and we'll help set one up.

Experts Question Reliability But. . .

Drug Tests on the Increase

In Maybrook, N.Y., a dock worker at Yellow Freight was forced to submit to a blood test because he had "red eyes." Small amounts of a THC matabolite were found in his bloodstream and he was discharged. On the West Coast the Tanker Division has accepted a new policy which says that the company can order employees to take a drug screening test at their DOT examination or at any other time the company feels there is cause. If the test shows up positive, workers are given one chance to go through a drug detoxification program and are then retested. If the test shows up positive again, the workers will be automatically discharged. In Local 435 in Denver, Colorado, a contract was signed with Associated Grocers which permits management, at their discretion, to submit employees to urinalysis tests. If found to be "positive" the employee is immediately discharged.

These are a few examples of the use of drug screening tests to discharge workers over possible use of marijuana. An estimated 3 million people will be subjected to drug screening this year alone, and the number is growing at a rapid pace.

While nobody should permit the use of drugs or alcohol while driving a truck or operating potentially dangerous equipment, the indiscriminate use of drug testing poses serious questions about an employers right to interfere with their employees' personal life.

Medical experts agree that the reliability of testing, either by urinalysis or blood tests, is highly questionable. The Sylva Company of Palo Alto, California, developers of the most commonly used urinalysis screening tests, have admitted that "positive results should be confirmed by alternative methods of testing." In addition, Sylva acknowledges that the tests can't be used as evidence of intoxication.

Dr. Arthur McBay, Chief Toxicologist for the state of North Carolina, agreed by saying, "Even from the best of labs, the tests, in general, are not reliable. In other words, I wouldn't want the tests done on me, even in my own lab."

Furthermore, a positive reading does not prove that the employee was under the influence of marijuana at work. In a letter published in the *Journal of the American Medical Association* on February 18, 1983, three leading toxicologists stated, "It is impossible, at present, to establish by urine testing that the person was adversely affected by the drug. More useful information may be obtained by analyzing a blood or plasma sample... but a correlation between blood concentration and possible impairment has not yet been established." Dr. McBay once again agreed by saying, "There is absolutely no test to determine the effect of marijuana on performance."

In other words, these tests are not necessarily discovering people who are using marijuiana on the job, but rather those who use marijuana on an occasional off duty basis. Study after study reveals that the THC metabolite (the substance which is measured in the urinalysis tests) show up in the urine for 3 to 36 days. This means that companies are being allowed to fire workers for what they may be doing on their own time.

Workers fired by Greyhound Buslines took their case to arbitration. They were reinstated and the board ruled that workers in society are free men and women, with the fundamental right to live their lives as they chose when away from the workplace and not performing employment duties.

However, as the recent contract between Local 435 and Associated Grocers, and the Western Tanker decision shows, the IBT may not be too concerned with protecting either their members jobs or civil rights. George Washington, an attorney who successfully represented auto workers fired under the same circumstances said, "it's a disgrace that the Teamsters Union is just giving up the best protection of their members by allowing such contractual agreements."

> ***"It is impossible, at present, to establish by urine testing that the person was adversely affected by the drug."***

At a time when Teamster employers are using every possible means to limit workers rights at the workplace, this latest move to intrude on their employees rights outside of the workplace, is a chilling invasion of privacy which calls for strong action from the union.

Western Conference Shake-up

On February 15, Jackie Presser removed Andy Anderson from his job as Director of the Western Conference of Teamsters (WCT). "Removed" is the correct term, as Anderson was physically ordered out of his office. Jesse Carr of Alaska was appointed to take over the position.

The shake up has led to the firing of a reported 21 union organizers, officials and employees. Gene Shepherd (co-chairman of the WCT Freight Division) and George French are out. George Rohrer (the other freight co-chairman) has survived the purge.

For almost a year it has been expected that Presser would oust Anderson, who was one of the eight members of the Executive Board who voted against Presser's appointment as President. Presser solicited officers in the west to build a case against Anderson to get support for this move.

Those close to Anderson say that Presser has effectively taken over the Western Conference, and that other VPs who oppose him will be cleaned out too. Anderson is still an International Vice President, a post he cannot be fired from, but he is reportedly considering retiring soon.

Several officers told *CD* they were happy with the changes, especially the firing of Gene Shepherd, who is widely considered a sellout artist in the freight and tankhaul divisions. But others expressed great concern at the Presser takeover, and about what would come with Jesse Carr.

Presser appointed Carr in violation of Article 16 of the IBT Constitution, which states that Conference Directors be International Vice Presidents. Carr is not a VP.

Jesse Carr is head of Local 959, which covers the entire state of Alaska, and he intends to hold onto that post. He is known as an "empire builder." He has already moved the WCT headquarters to Seattle and will open a regional office in Anchorage.

The Joint Western Area grievance hearings, which for years have been held in southern California, where the highest concentration of Teamsters is, will now be moved. The May hearings will be in Seattle, August in Tucson, and November in Sacramento.

Presser has called a meeting with two representatives from each local in the WCT for March 19-20 in Las Vegas, presumably to introduce his changes.

Presser played up Anderson's reputation as a "do-nothing" official and Carr is likely to be different, but the question is: will he be beneficial to west coast Teamster members? Time will tell.

Welch Conviction Upheld

The Federal Appeals Court has ruled against Ted Welch, former president of St. Louis Local 600, and three other ex-officers in a case involving the taking of severance benefits from the union treasury. Welch was defeated in the December, 1980 election, but during his last month in office the Executive Board voted large severance pay bonuses, over the objections of two trustees.

They were found guilty in 1982 of conspiring to embezzle $280,000 in severance pay, but the judge overturned the jury's verdict. The U.S. Attorney's office appealed the judge's decision, and the Appeals Court reinstated the convictions. Further appeals are in progress.

Meanwhile the rank and file of Local 600 took action to prevent this from happening again. A bylaws amendment was overwhelmingly passed in 1983, outlawing this abuse. TDU Chapter 600 educated members on the issue, publishing an informational bulletin explaining that *all* fulltime Teamster officials and business agents already have a generous benefit plan, totally funded by dues to the International Union. Welch ran for office again in 1983, but his slate lost.

Hang UPS News of UPS Workers

New Jersey Supervisor Fired for Adultery.

A center manager claims that he was fired from UPS because of an affair that he was having. Jon Slohoda has sued UPS over the firing, and a division of the New Jersey Supreme Court has agreed that it should go to trial. Court documents submitted by UPS state that, "Our society, rightly or wrongly, has distinguished between fornication and adultery. . .UPS was privileged to do likewise." Funny how a company that treats its employees as less then human beings can have such high moral standards.

Still Trying for Relief on Next Day Air.

Despite a recent decision by the International Union's UPS Negotiating Committee, UPS is still trying to get its relief deal on NDA operations. In northern California, management reportedly met recently with union reps and requested part-time drivers at $8 an hour who would be allowed to use their own private cars for deliveries. The union turned them down, and said that they were not interested in further relief.

Feeder Training on Weekends in Jacksonville, Florida.

Feeder drivers out of Jacksonville Local 512 have had to requalify for their jobs because of the use of the new doubles. Junior people were being sent out on the double runs and grievances were filed by senior people who felt they should have been qualified. In an attempt to pacify the drivers, UPS announced that they would provide training on the weekends, off the clock.

The catch is that for the last three years UPS has always offered feeder training during the week on company time. So far they've gotten no takers for the weekend training.

Missouri Teamsters Elect Chief Steward.

Some 1700 UPS Teamsters in St. Louis, and about 15 outstate locations covering half of Missouri, are electing a chief steward, shop chairman and secretary this month. The big Earth City hub and Jefferson Avenue facility voted on March 17 by a 2-1 margin for candidate and TDU member Bill Bauman. Bauman has been a well-respected steward and active in campaigns for a good contract.

Also leading in the voting are Henry Berger (unopposed) for chairman, and Gary Lucas for the position of secretary, but some of the areas have not voted yet. The next issue of *CD* will have a full report on this important election.

Maspeth UPS Teamsters Attend TDU Meeting.

Over 100 New York area UPS Teamsters turned out on March 11 for a TDU meeting in New York City. They have a strong local union, but many present spoke to the need for a united national movement of UPS Teamsters, especially to prepare for the upcoming contract.

Much of the meeting was devoted to a report from attorney Jim Kestell, about a case pending which is part of a battle to save fulltime inside jobs at Maspeth, and prevent diversion of work to other areas. On March 16 75 Maspeth Teamsters turned out at a hearing on the case. The judge did not make a ruling from the bench, and is expected to release his decision in several weeks. Win or lose on this case, the fight to save jobs will go on.

Diesel Fume Hazard in Cleveland.

Cleveland inside employees report that management has been allowing tractors to run inside of the building to "warm up." Diesel fumes spread throughout the area, causing a serious health hazard. When one employee moved away from the thickest part of the cloud of fumes, but kept working, a supervisor told him to go back to his area. If this happens in your building, file a grievance or contact OSHA immediately.

Driver Challenges No-Beard Policy.

UPS has a no-beard policy for all package car drivers and feeder drivers, but Tony Ward, package car driver out of Local 804 in New York City, is fighting it. In March of 1980 Ward was fired for wearing a beard to work. Ward had developed an acute case of Pseudo-folliculitis-barbae (PFB), a condition where the facial hairs grow into the face causing severe irritation to the skin. PFB is usually aggravated by shaving, and Ward's case got worse. An arbitrator ruled that Ward keep his beard as "clean shaven as medically possible." But UPS challenged the decision, and then just fired Ward. He was later transfered to a porter job.

Ward took his case to the State of New York Division of Human Rights, and in May, 1983, they ordered the company to reinstate him to his package car job, make up the pay he had lost, and awarded him $1000.00 for the "humiliation and mental anguish" UPS had put him through. In the ruling the judge stated that "customer preference does not constitute a valid reason for maintaining a discriminatory employment practice," and that UPS's argument that the no-beard policy was justified because the company was involved in a highly competitive business was bogus. He pointed out that "there is no evidence that UPS is engaged in a highly competitive business."

The case is under appeal, but Ward is determined to stand up for his rights, and hopefully he will be returned soon, with beard, to his driving job.

I feel that we must be prepared for a strike in 1985 if the next contract is anything like the last one. We can't keep going backwards. UPS is not going to give us anything without taking a lot away. Only through solidarity can we get a decent contract.

It's up to all of us who care, to educate our fellow UPSers and our union that we are ready to strike for a decent contract; then, we'll get a decent contract. Start saving now for 1985!

Jerry Gaimari Local 404
Greenfield, Mass.

Cast Your Vote for a Decent Contract Now

It was March of 1982. The freight contract had been negotiated. Articles in *Convoy Dispatch* warned of the same deal or worse for UPS Teamsters: Wage freeze, cuts in COLA, lower new hire rate for part-timers. Still people said that it wouldn't happen, that UPS was profitable, and that we would at least get a small increase. But on July 3 the impossible came true. The International did negotiate a wage freeze and a two-tiered contract for UPS Teamsters, and because people were unprepared it passed.

What will we get in 1985? Is there any reason to believe that it will be any better? Not if UPS gets its way. There is already talk of a separate contract just for the Next Day Air work. Will it be part-timers? A lower rate? As is clear from last time, anything is possible, if UPSers wait until the last minute to prepare for the contract.

You might ask, what can I do? How can I make a difference against UPS? There is one thing that will make UPS think at contract time more than anything else, and that's organization. If they see that UPS Teamsters are pulling together locally and nationally for a decent contract, they will not take the chance. Does this mean a strike? Not necessarily. All UPS has to know is that the rank and file *is prepared* to stand up.

Every small step shows them how prepared the rank and file is. Every petition that is passed around, and every union meeting where an above average number of UPS people attend tells them we are ready. Regional rank and file contract meetings, and greater communication between stewards shows them that we are ready. Articles in the *Convoy Dispatch* and local newsletters lets them know that we are informed. Rank and file personal strike funds let them know that if it comes to it, members will be able to withstand several weeks of a strike.

Last contract TDU was in the thick of keeping the members informed and getting organized. Since then we haven't stopped getting ready for 1985. Since then 100s of UPS Teamsters have joined and gotten involved. From Local 804 in New York City to Local 174 in Seattle, Washington there are concerned UPS Teamsters who are working through TDU for a better contract in 1985.

They are not waiting until June 1985. If you agree, don't wait either. Contact TDU or a TDU member and see what you can do to help today.

The UPS Rank & File Daily Log Book

Keep the record straight with the charts in this durable, spiral-bound notebook. Different books for package car, feeder drivers and inside employees help you keep track of all the details that affect your job at UPS.

Write better grievances, and be prepared with the facts at grievance hearings. Each book lasts three months and provides ample room for your own notes.

The Daily Logbook costs $2.50. ($2.00 for 5 or more copies.)

I would like _____ copies for package car, _____ for inside employees. (We are temporarily out of feeder driver log books.)

Name_____ Address_____ Local#_____

City_____ State____ Zip_____ Phone( )_____

Send your order to: TDU, Box 10128, Detroit, MI 48210

Archie Cook, Scot Lad Driver, Speaking at the 1983 TDU Convention. photo by Bob Gumpert

Scot Lad Drivers Win on Guaranteed Week

by Archie Cook
Local 705, Chicago

Scot Lad Foods drivers out of Lansing, Illinois won a big victory on March 13 when the Local 710 Joint Area Council Committee ruled in favor of an important past practice at that company.

The Local 710 ruling means that Scot Lad will have to pay drivers on a guaranteed 40 hour week and will also have to pay eligible drivers for any time they lost over the last seven months.

For years Scot Lad drivers have worked under a unique agreement in the Chicago area. New Scot Lad drivers have been placed arbitrarily into Locals 705 and 710 with everyone placed on a master seniority list and dispatched according to this master seniority. All drivers were paid hourly, and 90% were guaranteed a 40 hour work week.

Chaos began about 18 months ago when Scot Lad announced that it would start paying according to local union jurisdiction. They would apply the Local 705 contract for runs within the 75-mile radius of Chicago and apply the Local 710 contract for runs outside this radius. Grievances were filed by nearly 100% of the drivers to each of the locals to enforce past practice.

At the last Local 705 8-man Board meeting, Secretary-Treasurer Louis Peick said he never knew Local 705 drivers were working off a master seniority roster in 710's jurisdiction and that 710 drivers were working "his" turf. According to Peick, past practice doesn't count, and he informed Scot Lad that if 710 drivers were used withing his jurisdiction, there would be a strike.

Scot Lad immediately split the seniority roster and started assigning drivers by seniority according to their local jurisdiction. The Local 705 drivers filed a lawsuit in Federal Court against Scot Lad and Local 705. They charged that their seniority had been restricted, and they had been denied funds due to their union jurisdiction with no vote on the matter. At the present time the drivers are still waiting for the judge's ruling.

At the same time, Scot Lad filed a request with 710's relief committee, asking that the 710 drivers be paid mileage. The request was denied due to past practice. Then Scot Lad informed the 710 drivers that they would not be paid a guarantee because, according to the company, work wasn't available. This was in violation of past practice.

That's when the 710 Joint Area Council Committee ruled that past practice did exist at Scot Lad. The exact amount of pay lost during the last seven months is not known yet because approximately 50% of the 710 drivers lost between 1 and 56 days per member. Scot Lad will have to pay 710 drivers in excess of $15,000.

This victory shows what is possible when the union represents the drivers and the drivers stick together. Local 705 IBT members are hoping that Louis Peick will take note and allow the Local 705 rank and file to vote on past practice at Scot Lad regarding a master seniority roster. The members at Scot Lad Foods have been caused undue hardship due to Peick's decision on two seniority rosters.

Charges Brought Against Local 912 Secretary Treasurer

Richard King, Secretary-Treasurer of Local 912 in Watsonville, California, is once again in trouble with the membership, as well as his own executive board.

King refused to sign the grievance of Victor and Luis Guzman, who the company claimed returned from a leave of absence in the afternoon, after supposedly signing an agreement to return in the morning. When confronted by angry members at a union meeting, King said that his decision was based on information he received from the head of the personnel department where the brothers worked. The information was false and the Guzman brothers filed internal union charges against King.

The Local 912 Executive Board held a hearing on the charges, but King failed to attend. The Board heard the charges and then decided to hear King's reply. His defense will have to be good enough for the Local 912 Executive Board as well as the Joint Council 7.

Why Members Don't Attend Union Meetings

by Ken Paff
TDU National Organizer

Teamster Tom sits drinking coffee at break time and complains about how lousy his B.A. and local officers are. Teamster Bob, sitting next to him, pipes up that it is the members fault, because they never attend union meetings. So who's right?

It's a chicken-and-egg problem really, and both are right. And the most important thing is to find a solution.

With the labor movement on the defensive (witness the hard fought Greyhound strike) and our union's top leadership giving it away faster than the employers can ask for it, the question of how to get members to participate is more important than ever.

I have taken a survey, during my travels across the country, of over 100 locals and found that 2% attendance is a rough average for most Teamster local union meetings. This means about 100 in a local of 5,000 members. In a local of 2,000 it would be about 40. Of course, some locals do better and some do worse.

Then you have the extreme cases like Jackie Presser's Local 507 in Cleveland. In that local practically no one attends meetings. Sometimes maybe 5 rank and file members out of 4,000, which is about 1/10 of 1%. Not even Presser or Harold Friedman show up, and they get paid over $200,000 a year for their jobs as Secretary-Treasurer and President! Of course, none of the "ghost employees" show up either.

And in some of the more democratic and active locals there is better participation. But what really makes the difference?

An article in a recent issue of the *Monthly Bulletin*, a rank and file newsletter from Local 776 in Harrisburg, Penn. gives one answer. At the November local union meeting members turned out in over three times their usual number. They turned out to vote on a bylaw amendment that would bar payment of severance pay to local officers elected out of office.

As the *Monthly Bulletin* pointed out, "This meeting is proof that the members are concerned about their union. It is true that they become discouraged with the way that the local is run. But this cannot be blamed on the members—but on our local union officers. Union meetings must be conducted in a manner that creates interest and also leaves the members with a sense of satisfaction."

It is the job of officers to *lead* the members. They are not paid to put the members down, because they don't show up at meetings. Leading means providing the structures, ideas and follow-through.

Structures like committees: unemployed committees, organizing committees or whatever. Ideas, like going shop-to-shop to build support for a rally for the Greyhound strike, for instance.

This is the job of anyone who wants to be a union officer today. We have to put the "movement" back into the labor movement, and one place to start is by making our union meetings worth attending.

Join TDU!

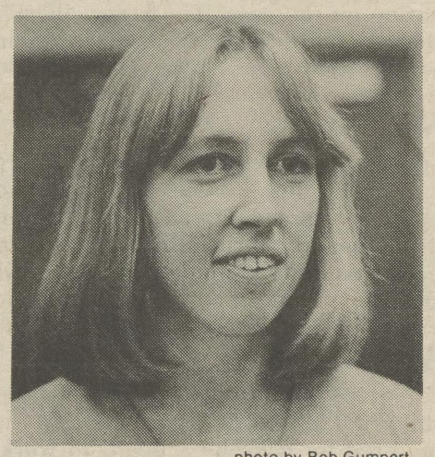

photo by Bob Gumpert

"Grocery workers make up one of the largest single groups of Teamster Union members today. While companies like Safeway are making record profits, our union officials are negotiating contracts with concessions.

"TDU can offer grocery workers and all Teamsters the information and organization we need to protect our jobs and improve our wages and working conditions."

—Linda Gregg, Safeway Foods
TDU Steering Committee
Denver, Colorado Local 435

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☐ $25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH.**
☐ $60 three year membership fee. ($10 of this shall be rebated to the local chapter.)
☐ $15 annual dues for spouses, retirees, and Teamsters who gross less than $12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

Know Your Rights

Fighting Sexual Harassment

By Charis Moore
Local 315
Contra Costa, California

• *A new female worker at UPS is asked many personal questions about her boyfriend, is told obscene jokes and is improperly trained by her supervisor. She is unresponsive to him, but is distracted enough by his behavior so that she finds it difficult to concentrate on her job. Two weeks later she is fired.*

• *A part-time female employee has recently gotten into a driving position at UPS. Her new supervisor asks her to have sex with him. When she refuses he becomes vindictive, over-dispatches her, writes unnecessary warning letters and verbally abuses her.*

The cases above are just two examples of sexual harassment at UPS. Less than 25% of UPS' estimated 90,000 employees are women. Unfortunately many women at UPS do not know how to identify sexual harassment, and are unaware of their legal rights to stop it.

Sexual harassment is generally defined as any verbal or physical advance of a sexual nature that you do not want or like. This would include unwanted flirtation, dirty jokes, sexual propositions, and unwanted physical contact.

Women can be harassed by either co-workers or supervisors. In both cases the company is legally responsible for the actions of their employees, regardless of whether the employee is union or management. This article will focus only on harassment of women by management personnel.

Federal law protects employees against sexual discrimination and harassment, under Title VII of the Civil Rights Act. The Equal Employment Opportunity Commission (EEOC) is the government organization in charge of enforcement.

You Must Have Documentation

If you feel that you are being sexually harassed you should document each instance, covering date, time, location, delivery stop or area of building, and any witnesses (co-workers or customers) and the exact conversation. It is important that you write this information down. Written information is the *most important* evidence of your harassment.

You should tell the individual to stop harassing you. If he persists, contact your steward and go to management to stop the harassment. Threaten a grievance, and remind the company about the federal laws against sexual harassment. The UPS National Master Agreement, as well as most of the area supplements, has a clause that prohibits its sexual discrimination.

"If you are a victim of sexual harassment, don't let it continue."

If the harassment continues, and includes discriminatory treatment such as unnecessary warning letters and bad dispatches, file a grievance and contact an attorney who has experience with sexual harassment cases. It is important to have documentation and to file charges with the EEOC within the proper time limitations. A complaint with the state agency must be filed within 90 days (in California) and a complaint with the Federal EEOC must be filed within 180 days. You do not have to be fired to file charges.

Be sure to also file a grievance within the time limitations as stated in your local supplement. If you wish, you can file EEOC charges without an attorney. Just contact the closest EEOC office.

Don't Be Intimidated

Don't be intimidated by UPS! The law is very clear about the responsibility of the company to prevent harassment. As a female employee you have legal power and leverage in a sexual harassment case. UPS does not like bad publicity, and has not fared well in combatting sexual harassment and discrimination cases.

One recent example is a case from St. Louis where 104 women were awarded $630,000 in the settlement of a class action sex discrimination suit. The women had charged the company with discrimination in hiring and firing, promotions and working conditions.

In the two examples given earlier, the new hire got her job back in a new location, but her seniority is still under dispute. The other driver was successful in getting the supervisor transferred, but not fired. Both of these were accomplished without legal action. However, neither driver was compensated for her emotional distress, cost of psychological counselling and loss of back wages—all of which are usually considered in a legal case. So if you have good documentation, file a complaint with the EEOC, with or without the help of an attorney, *and don't waste any time doing it.*

Another tactic should be to hold a meeting of all the women in your building to see if others have been sexually harassed by the same supervisor. If this is the case, they can submit statements to support your charge or, if they have good documentation, can join you in filing a charge.

Do not try to deal with the supervisor directly about the problem. Phone calls to his house or picket lines in front of his house will not accomplish anything. As angry as you may be, and you have a right to be angry, actions of this kind will only hurt your case.

Also, it is not just a "women's problem." Men can be sexually harassed too, by both men and women.

Unfortunately, male stewards and Business Agents can be just as sexist as men in management, which discourages women from coming forward and telling what has happened to them. Therefore, UPS workers and union representatives must be educated about sexual harassment and how to prevent it. Union women's organizations such as the Coalition of Labor Union Women (CLUW) in your community may be able to help with educationals at union meetings, stewards' councils, or in your TDU Chapter.

Sexual harassment benefits no one, and makes you unproductive for the company. More important, the stress of harassment takes a big emotional toll. If you are a victim of sexual harassment don't let it continue. The law and the contract protect you, but it is up to you to take action.

For more information on sexual harassment and how to combat it, order the book *Stopping Sexual Harassment*. Copies are available from TDU for $2.50 apiece.

TDU Chapters on the Move

Detroit Metro

The Detroit Metro Chapter recently held a very successful meeting with over 75 members in attendance. Reports were given and a presentation made by a labor attorney on recent NLRB decisions, and other legal cases affecting union members. The main topic of discussion was the upcoming grocery contract negotiations in the Detroit area. Contracts will be coming up at six grocery warehouses in Local 337's jurisdiction, including Borman's and Kroger.

The Chapter also recently published the March-April issue of its local newspaper, *Rank and File Speaks*, and will be holding a rummage sale in the near future.

Charleston

The Charleston Chapter has gotten many congratulations and thanks for the first issues of its local newsletter. Members of the Chapter report that contributions have been rolling in, along with thanks for "a job well done." The Chapter has held two very successful meetings, and is planning another for April 15 at 2:00 pm at the Ramada Inn in South Charleston, with a lawyer present to field legal questions. As a goal, they have set out to reach many of the non-freight shops and companies in the local, and are urging members at these companies to get their news into the newsletter.

Watsonville

Local 912 in Watsonville will consider three bylaws change proposals at its April meeting. Local officials have proposed large increases in initiation fees, claiming that the local is broke. But the TDU Chapter feels that raising the fees will place further hardships on members who are already hardpressed monetarily, while the officers are overpaid. (Sec.-Treas. King makes over $60,000 per year.)

The Chapter is proposing that the officers' salaries be lowered as an alternate means of raising money. It is proposed that they be paid no more than the highest paid worker in the local. Also pushed by the Chapter is a proposal that local elections be held in October instead of December, when the majority of the membership is on layoff. The meeting to vote on these changes will take place on April 24 at 8:00 pm at the union hall.

The Watsonville Chapter also reports that Sergio Serra, the "Mad Dog" foreman reported on in last month's *CD*, has been fired by Watsonville Canning. No explanation was given for his dismissal, but TDU members feel that his firing came under the pressure from employees, and a pending union investigation.

Hudson Valley

The Hudson Valley, New York Chapter recently started work on their first newsletter. The Chapter is also organizing a Regional Educational Conference that will take place on April 7. The conference will feature workshops on Legal Rights and How to Use the Grievance Procedure. The conference will take place at the Maybrook, New York firehouse.

Des Moines

The Des Moines Chapter has been carrying on a very successful recruitment campaign, with new members coming in steadily over the last month. The Chapter is presently gearing up for an amendment to the local's bylaws that will allow elected stewards. This important vote will be at the April union meeting.

Seattle

Seattle TDU members report that Local 174 held the first of planned quarterly meetings on March 3. Anticipation was high for talk about the contract and other shop floor issues. Although this discussion never happened, some good information was passed on.

The idea of quarterly meetings is a step in the right direction, but some left the meeting with a feeling of disenchantment. Hopefully the next meeting will be as enlightening for the leadership as this one was for the rank and file.

Despite Local's Opposition

Carhaul Panel OKs 25% Cut

continued from page 1

Even with cooked-up facts, Anchor was only able to justify their proposal by using an "efficiency factor" set at a very low 75%. When Local 326 asked how this percentage was figured, they got four different answers. Anchor changed its facts seven more times.

At the committee hearing, Local 326 stated, "All of our expressions of concern have, at least so far, been treated in an arbitrary and prefunctory manner and this committee is rushing headlong into hearing the employer's request, and possibly granting it, without the union having the relevant, necessary and essential information to prepare a proper presentation."

Local 326 has filed NLRB charges over Anchor's refusal to supply data.

Even using Anchor's figures, Local 326 wrote to Teamster President Presser, "There is no justification for a running mile formula when the company can realize a 10.1% profit, using the full rate/half rate formula with the tariff rates they have supplied as being reduced and competitive."

At the committee meeting February 27, the local made a strong case. The company desperately changed its position again. It now said the only true method of evaluating the proposal is to conduct a trial run. The committee granted this request, even though it is in direct violation of the contract and the committee's own guidelines. The committee will consider the deal again at its April-May meeting in Scottsdale.

In the meantime, Anchor can be counted on to manipulate the running mile hauls to try and justify the deal.

Anchor Drivers Organize

Wilmington Anchor drivers are keeping the heat on. Throughout the struggle, the drivers have been kept fully informed. All documents submitted to the committee have been circulated. And drivers have kept the Carhaulers Coordinating Committee up to date.

Because they've been informed, the drivers have stayed united behind the local. A petition to Teamster President Jackie Presser is being circulated which reads in part, "If the running mile relief is not justified as has been proven, why then should the drivers be forced to lose money?...In the very first running mile case before the relief committee using the national committee guidelines, the relief committee violates the guidelines by granting relief on a temporary basis because the company couldn't justify the request. It indicates that the relief committee is going to be nothing more than a rubber stamp..."

> ***"If the running mile relief is not justified, as has been proven, why then should the drivers be forced to lose money?"***

Does Anchor Need Relief?

Is Anchor a company in trouble that needs relief? A report by *Moody's,* the investment service, describes the present and future prospects of Anchor's parent company, Leaseway Transportation: "For the 9 month period ended 9/30/83 net income advanced 32% to $27.1 million on a 17% gain in revenues. Increased unit shipments at Anchor Motor Freight contributed to the improved results in the automotive group. Results were further aided by the auto carrying subsidiaries of Ralph C. Wilson Industries...Prospects are favorable for higher earnings in the near term." Notice that income (profits) went up twice as fast as revenues.

In a January 2 letter to Walter Shea, the Union co-chair of the Carhaul Panel, Local 326 got to the heart of the matter. "This is a blatant and obvious attempt by certain employers to renegotiate the intent of the current provision during the effective term of the Agreement, through the use of a Committee. The proper place for this issue is at the bargaining table....and subject to the ratification of the membership."

In 1983 thousands of carhaulers signed petitions opposing the running mile and low pay set by the committee for new hires in the yard.

When the contract was proposed in 1982 in the depths of recession, it got only a bare majority. Mention of running mile pay would have meant certain rejection of the contract.

Article 22s blank check relief clause is now used to deprive carhaulers of the right to majority vote on changes during the contract.

The rise of Jackie Presser to Teamster President introduces a new threat to carhaulers. Presser has appointed his long-time aide, Sam Stintsman, as a Union Co-Chair of the Carhaul Panel. Stintsman has never been near a carhaul truck in his life. Presser himself was formerly a partner in the Liquour business with Leaseway Vice President, Robert Moss. Presser says he sees no conflict of interest in the arrangement.

As the auto industry gears up in recovery, plants are being reopened and production shifted. There will be lots of "new" traffic for the companies to manipulate. They will try to set up enough running mile deals so they are an established fact in next year's contract negotiations.

Vigorous opposition like that of the Wilmington drivers can slow the companies down. But only a well informed and well organized rank and file can put a complete stop to this next year at contract time.

Carhaulers: Help a Driver

In May of 1983 an Anchor Motor Freight driver out of Framingham, Mass. rolled a unit off a Bankhead headrack while attempting to unload. He was paralyzed from the neck down by the accident. At the specification of Anchor, the Bankhead headrack had a three inch wheel stop on one side only.

This accident never should have happened. There was no ice involved and no brake failure or stuck accelerator while loading. The unit simply rolled over the one small stop and a fellow driver may never use his arms and legs again.

• Although benefits are limited by workmen's compensation law, legal action is being planned against Bankhead for manufacturing a dangerous piece of equipment. Money won't restore our fellow union member's body, but it can make life easier for him and his family. The Carhaulers Committee is trying to help.

HERE'S HOW YOU CAN HELP! Any similar accidents with Bankhead equipment at any company or with any equipment at Anchor will help show that Anchor and Bankhead should have been aware of this danger. The more details the better, but just a name, place and approximate date will be helpful. Providing this information does not need to involve you directly in any legal action.

Reports of any time this danger was pointed out to management at Anchor or Bankhead will be useful. Information about any contact concerning the problem with Mr. Ray Pratt of Anchor will be a big help.

This accident could have happened to you. You would want us to help you and your family. If you have information, don't wait. Write up as many details as you can. Send it to: TDU Carhaulers Committee, PO Box 10128, Detroit, MI 48210. We will forward the information.

Collecting information like this should also help us make sure this and similar problems are taken care of in our contract negotiations next year.

West Coast TDU Conference
June 1–2
University of California, Berkeley Campus

The West Coast TDU Conference will offer educational workshops and jurisdictional meetings to plan for the upcoming contracts. There will be a Saturday night banquet, and a bar-b-que on Sunday. The entire conference will be translated into Spanish.

Conference Costs:

Registration	$49.00 base fee; $44.00 if travelling from Southern California; $39.00 if from out of state.
Housing:	Single, $25.00 per night Double, $27.00 per night
One day attendance	$33.00 Saturday $18.00 Sunday
Seasonal and Unemployed	$15.00 (including housing)

Register before May 11 and receive a $5.00 discount
Parking and childcare available. Easy access from San Francisco International Airport.

We Need Your Help!

This story on the running mile, and the article in last month's *Convoy Dispatch* on the two tier yard wages, show the companies are trying to soften us up for the next carhaul contract.

From around the country we hear of dispatch rules being torn up, with members routinely being denied pay and rarely getting it back. The grievance procedure has broken down, and many terminals are bogged down under hundreds of unresolved grievances.

Leaseway and Ryder dominate the industry and are wringing everything they can out of us. This can't be fought by just one good local, business agent or steward. It will take a united, nationwide movement.

The TDU Carhaulers Coordinating Committee has a proud record of providing the information and organization that carhaulers need, and we are ready to do it again for the 1985 contract. But it will take money and we need your help. Call or write us with stories for the *Convoy Dispatch* so that we can keep getting the news out, take a bundle of newspapers to hand out to others, and join TDU and sign others up.

But most importantly, don't wait. The help of all carhaulers is needed now. Anchor, and other carriers, will be ready to get what they want in the 1985 contract. We have to be ready too.

There is a coupon to join on page 10, and an order form for bundles of *CD* on page 7. Chances are you like hauling cars because its the best job in trucking, but it won't stay that way if you don't do your part to protect it. Join TDU today.